



# CSHBP

## Modifications to Pharmacy and HSAs

*Presentation to*  
***Maryland Health Care Commission***  
*December 15, 2005*



# PharmFlex

A core pharmacy benefit that allows the addition of riders with flexible innovative benefits and pricing

- Generic and brand name drugs
- Deductible of \$2,500 indiv/\$5,000 family
- 75% coinsurance



# HSA compatible PPO

- Unified Deductible: Equals Federal maximum out-of-pocket limit
- Coinsurance/Copayments:
  - ❑ Network: 80% coinsurance
  - ❑ Out-of-Network: 60% coinsurance
  - ❑ Emergency Room: \$100 copay
  - ❑ Outpatient Lab, Diagnostic, & Surgical Services: Greater of \$40 or coinsurance amount
- Pharmacy: **PharmFlex**
  - ❑ Generic and brand name drugs
  - ❑ 75% coinsurance
- Out-of-Pocket Limit: Federal maximum (currently \$5,250 indiv/\$10,500 family)
- Lifetime Maximum Per Person: \$2 million



# HSA compatible HMO - New

- **Coinsurance/Copayments:**
  - Primary Care Visit: \$30 copay
  - Specialty Care Visit: \$40 copay
  - Physician Inpatient Visit: \$30 copay
  - Emergency Room: \$100 copay
  - Hospital Inpatient Copay: \$1,000 copay
  - Outpatient Lab, Diagnostic, & Surgical Services: \$40 copay or 50% of cost
- **Pharmacy: PharmFlex**
  - **Generic and brand name drugs**
  - **75% coinsurance**
- **Minimum Deductible for 2006 is \$1,050 indiv / \$2,100 family**
- **Unified Deductible includes Med-Surg and Pharmacy – Equals out-of-pocket limit**
- **Out-of-Pocket Limit: 200% of the annual premium or the Federal maximum OOP for HSA compatible plans, whichever is lower**
  - **Federal maximum OOP for 2006 is \$5,250 indiv / \$10,500 family**



# First Year Impact of Options on Premium

Implement <b>PharmFlex</b> :	- 8.5% to -10.5%
Increase POS deductible:	- 0.4%
Increase HMO Hospital Inpatient Copay from \$250 to \$1,000:	- 1.2%
HSA Compatible HMO:	not estimated
Projected Premium for 2006:	103.3%
<b>Impact of Options on Premium:</b>	<b>-10.1% to -12.1%</b>
Projected Ratio of Premium to Cap for 2006:	93.2% to 91.2%